



**Whitestone  
Chambers**

## **EQUALITY & DIVERSITY MONITORING FORM**

To assist us with our commitment to equality and diversity monitoring, we would be grateful if you would complete the following monitoring form. It is not part of the application form. We are regulated by the Bar Standards Board (BSB). The information requested covers those areas encompassed in the BSB's Equality Rules and Guidance. You do not have to answer all or any of the questions, but in providing this information you will help us to ensure that our recruitment is fair and objective for all.

The information in the form, or the fact that one has been completed, will not be passed to any person involved in the selection process and has no impact on the assessment of your application at any stage. The monitoring questionnaire is separated from the application forms on receipt and retained by our Data Diversity Officer. After the selection process for the role is complete, those responsible for diversity monitoring will review the data for reporting purposes. The monitoring forms and all raw data are then destroyed.

This monitoring process assists us in our policy of recruiting, developing and retaining the most talented barristers, pupils and staff to our Chambers. We value the diversity of backgrounds, skills and experiences found in our Chambers, and actively promote an inclusive culture where our members and staff are able to flourish. We hope to attract and select people on the basis of talent and their potential to succeed.

If you choose to provide information, it will be treated in the strictest of confidence. By providing the information, you consent to the use and publication of anonymised statistics for the purposes of diversity monitoring of our selection processes. The provision of this information is entirely voluntary, and it will only be used for monitoring and statistical analysis and will be held in accordance with the Data Protection Act 2018 and GDPR Regulation.

**Q1. Please select a box below to indicate whether you are:**

Male

Female

**Q2. From the list of age bands below please select a box to indicate the category that includes your current age in years:**

20 – 24  25 – 34

35 - 44  45 – 54

55 - 64  64 +

**Q3. What is your ethnic group? Choose one of the groups below to indicate your ethnic group (please select one box only):**

**White**

British/English/Welsh/Northern Irish/Scottish

Irish

Gypsy or Irish Traveller

Any other White Background

**Black/African/Caribbean/Black British**

Caribbean

African

Any other Black/Caribbean/Black British background

**Asian/ Asian British**

Indian

Pakistani

Bangladeshi

Chinese

Any other Asian background

**Mixed**

White/Black Caribbean

White/ Black African

White/Asian

Other mixed

**Other ethnic group**

Arab

Any other ethnic group

**Q4. Do you consider yourself to have a disability?**

(The Equality Act 2010 defines a person as having a disability if he or she has a physical or mental impairment, which has a substantial long term, adverse effect on his or her ability to carry out normal day-to-day activities. "Long term" means that the impairment is likely to have lasted for 12 months or more).

(a) Do you consider yourself to have a disability according to the definition above?

Yes

No

(b) Are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes, limited a lot

Yes, Limited a little

No

**Q5. What is your sexual orientation?**

Bisexual

Gay woman/lesbian

Gay man

Heterosexual/straight

Other

**Q6. What is your religion or belief?**

No religion or belief

Buddhist

Christian (all denominations)

Hindu

Jewish

Muslim

Sikh

Any other religion

**Q7. What is your socio-economic background?**

(a) If you went to university (to study a BA, BSc or higher) were you part of the first generation of your family to do so?

Yes

No

Did not attend university

(b) Did you mainly attend a state or fee paying school between the ages of 11-18?

State

Fee paying

(c) If you attended a fee paying school, did you ever receive any kind of financial reward to cover 50% or more of the school fees?

Yes

No

**Q8. Do you have caring responsibilities?**

(a) Are you a primary carer for a child or children under 18?

Yes

No

(b) Do you look after or give any help or support to family members, friends, neighbours or others because of either:

- Long term physical or mental-ill health/disability
- Problems related to old age

(Please do not count anything you do as part of paid employment)

No

Yes, 1 – 19 hours a week

Yes, 20 – 49 hours a week

**Q9. About you** If you are an authorised person\* for the purposes of the Legal Services Act 2007 (i.e. you hold a practising certificate issued by one of the approved regulators), please indicate your professional qualification(s) and role (tick all that apply if you are dual qualified and have a current practising certificate from more than one approved regulator):

		✓
Barrister	QC	
	Tenant/ member	
	Other (including pupil	

If you do not fall into any of the categories listed above, please indicate which of the following categories best fits your role:

	✓
Any other fee-earning role (e.g. trainee solicitor, legal executive (not fellow), paralegal)	
Any role directly supporting a fee earner (e.g. legal secretary, administrator, barristers clerk, practice manager, legal assistant, paralegal)	
A managerial role (e.g. Director / non-lawyer Partner / Chief Executive / Practice Director or similar, Head of Legal Practice (HoLP) / Head of Finance & Administration (HoFA) or similar) An IT/HR/other corporate	
An IT/HR/other corporate services role	
Prefer not to say	

Your role in your organisation Please note that this question applies to self-employed as well as employed persons. (a) Do you have a share in the ownership of your organisation (e.g. equity partner, shareholder)?

	✓
Yes	
No	
Prefer not to stay	

\*The definition of an “authorised person” is set out in the Legal Services Act 2007, Section 18(1). For the purposes of this Act “authorised person”, in relation to an activity (“the relevant activity”) which is a reserved legal activity, means – (a) a person who is authorised to carry on the relevant activity by a relevant approved regulator in relation to the relevant activity (other than by virtue of a licence under Part 5), or (b) a licensable body which, by virtue of such a licence, is authorised to carry on the relevant activity by a licensing authority in relation to the reserved legal activity. Bar Standards Board 26 (b) Do you have responsibility for supervising or managing the work of lawyers or other employees? P Yes No Prefer not to say Age From the list of age bands below, please indicate the category that includes your current age in years.

THANK YOU.